

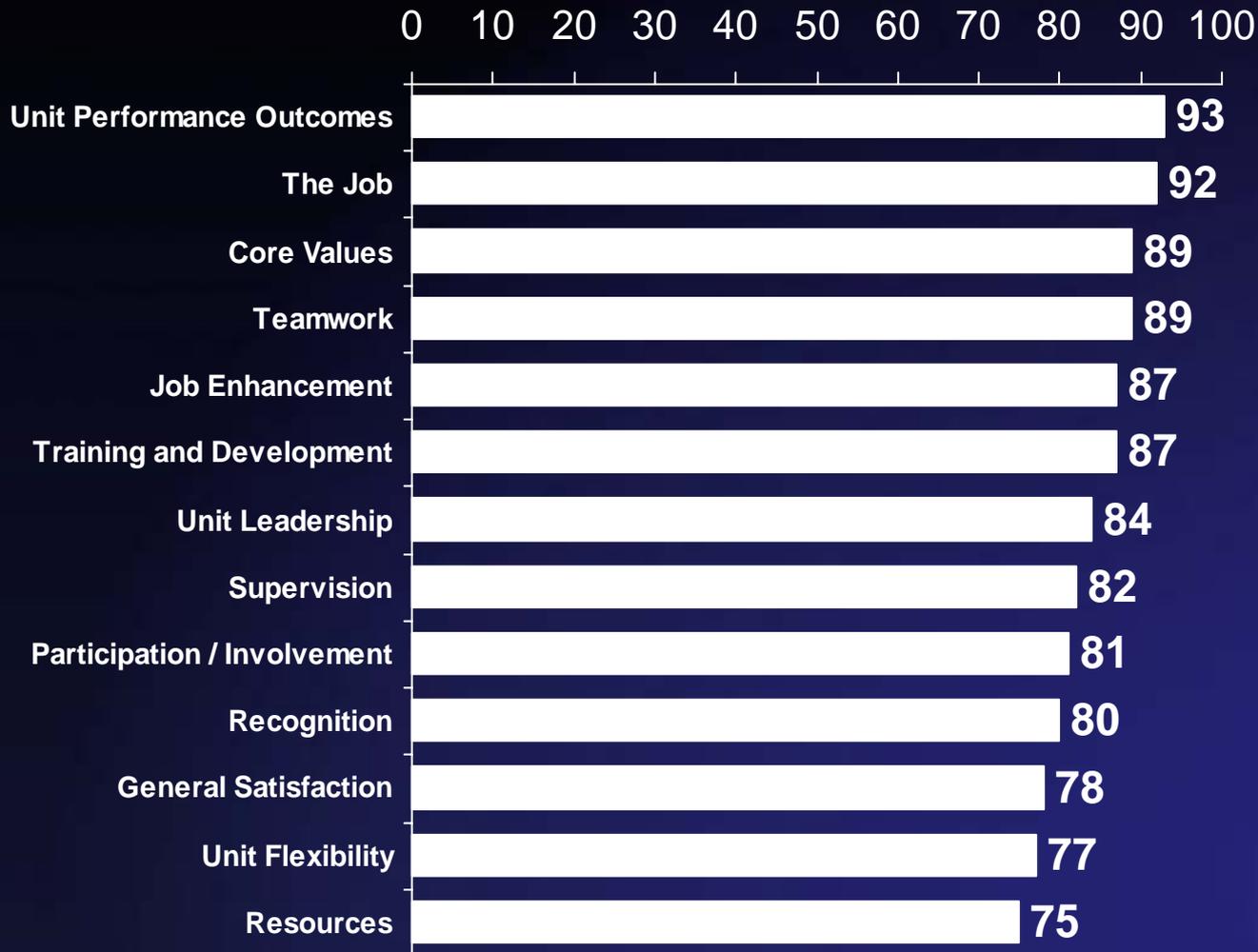


Town Hall Meeting

General Gregory S. Martin
27 May 2004

CSAF Climate Survey: HQ AFMC 2003 & 2002 Comparison

Total % Agree = (% Slightly Agree + % Agree + % Strongly Agree)



<u>Total % Agree</u>		
<u>2003</u>	<u>2002</u>	<u>Delta</u>
93	93	NC
92	92	NC
89	88	+1
89	89	NC
87	87	NC
87	85	+2
84	83	+1
82	81	+1
81	81	NC
80	76	+4
78	79	-1
77	78	-1
75	72	+3

Climate Survey Summary

- **Our people are working hard to accomplish the mission**
- **Trends are positive, but room for improvement**
 - **Workload**
 - **Communication**
 - **Recognition / Appreciation**
 - **Turbulence**



Junior Force Study – Pelletier Group

- **Defined career path**
- **Matching degrees and experience to the job**
- **AFMC identity**
- **Deployment opportunities**
- **Leadership opportunities**
- **Operational experience**
- **Meaningful work**
- **Training**
- **Accountability**



Initial Actions

- **Strengthen feedback / communication**
- **Define career paths and progression**
- **Institutionalize Junior Force Councils**
- **Energize recognition / appreciation efforts**



“Goal Day” Initiative

- **Family Day...**

Time back for time lost

- **Goal Day...**

Time off for improved performance

Note: Implementation will occur upon completion of union bargaining.

Air Force Materiel Command

Deliver war-winning...

-- Technology

-- Acquisition Support

-- Sustainment

...expeditionary capabilities to the warfighter



Headquarters Air Force Materiel Command

Shape the workforce and infrastructure to...

-- Develop

-- Field

-- Sustain

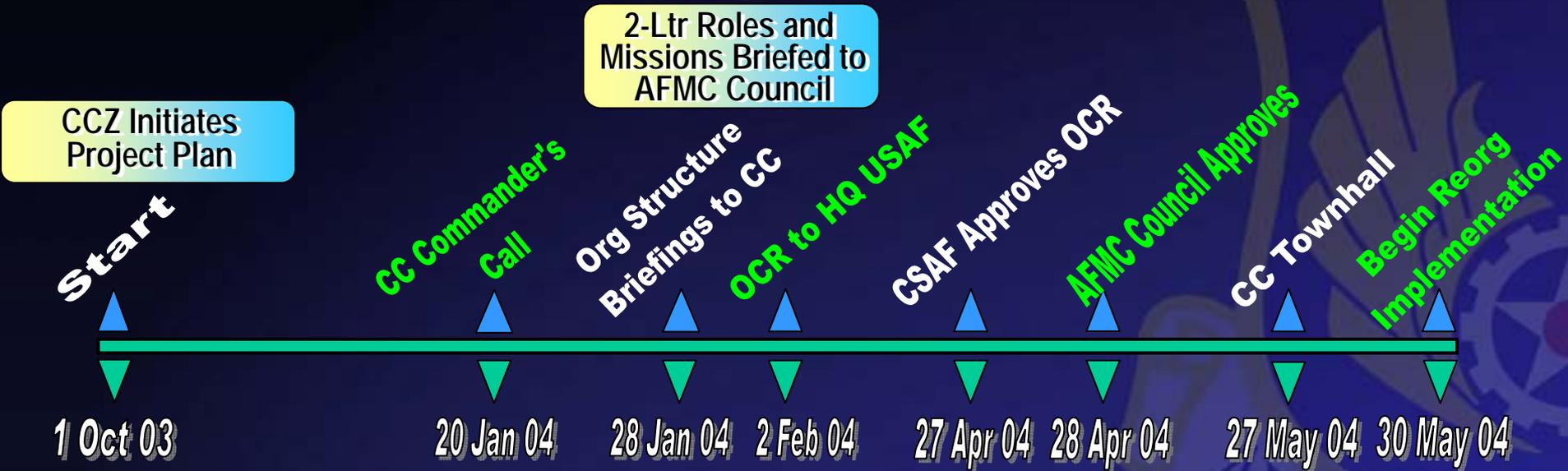
...war-winning expeditionary capabilities



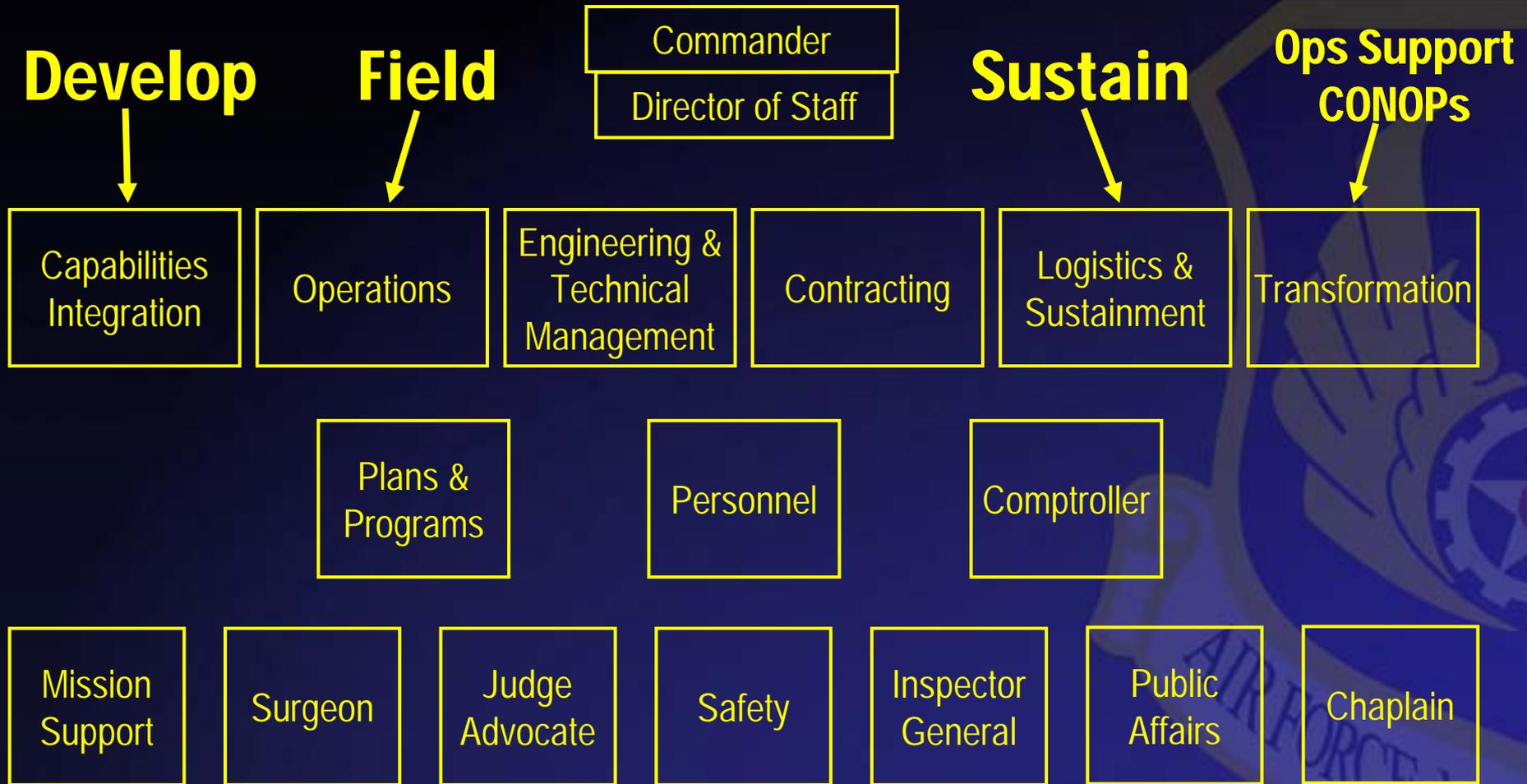
AFMC

The logo for the Air Force Materiel Command (AFMC) consists of the letters "AFMC" in a bold, blue, sans-serif font with a white outline. A red and white arrow points from the left towards the right, passing through the center of the letters.

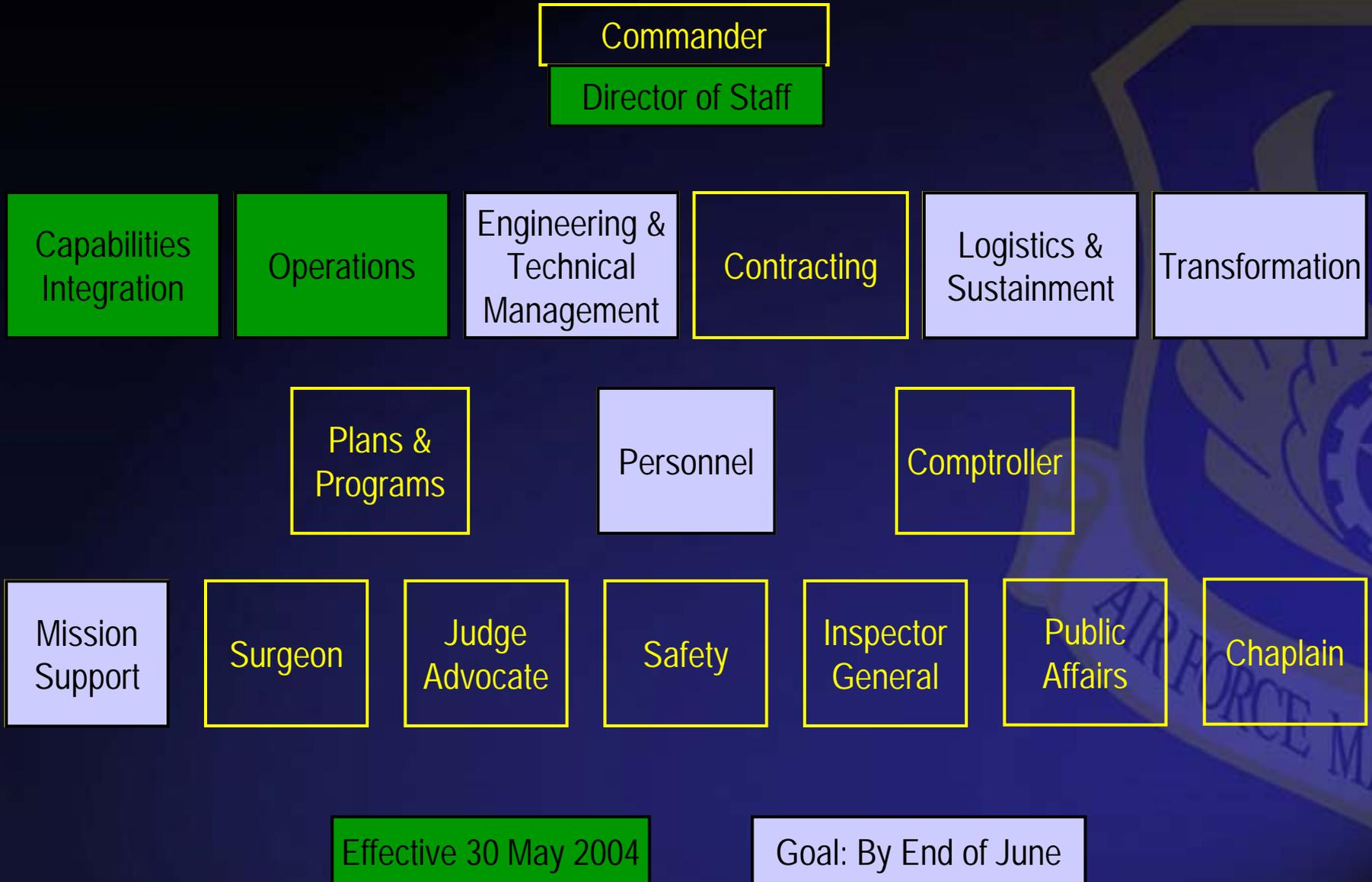
HQ AFMC Reorg Highlights



HQ AFMC Structure



HQ AFMC Structure: Reorganizing



What's Changing

- **XR – Integrates technology, intelligence, capabilities assessment, and acquisition support**
- **DO – Creates new division to lead fielding**
- **EN – Systems Engineering**
- **LG – Single sustainer, acquisition logistics**
- **TR – Command's and AF's transformation agent**
- **DP – Centralize workforce management**
- **MS – One-stop for mission support, includes IT networks**

HQ AFMC Facilities

- **FY04 Reorg – most personnel remain in place**
- **FY05 preliminary plan**
 - Examining collocation of teams and like functions
- **Long-range master plan with facility upgrades in development**



Making AFMC Better

PEO to Field

Installation CC

HQ Reorganization

Center Reorganization

Financing the Command

Flying Hour Program

Attrition Based Planning



Making AFMC Better

PEO to Field

Why?

Installation C

IQ Reorganization

Enterprise Reorganization

Financing the Command

Flying Hour Program

Attrition Based Planning



Air Force Materiel Command

“We’re Different, Get Over It!”



U.S. Air Force



***To Be A Valued Team Member...
Of The World's Most Respected
Air & Space Force***

War-Winning Capabilities...On Time, On Cost

